

HR Weekly Podcast 3/26/2008

Today is March 26, 2008, and welcome to the HR weekly podcast from the State Office of Human Resources. This week's podcast discusses this year's State Employee Recognition Day.

Governor Mark Sanford has issued a proclamation declaring Wednesday, May 7, 2008, as State Employee Recognition Day in South Carolina. This day will coincide with National State Employee Recognition Day and with National Public Employee Recognition Week, which is May 5th- May 9th.

In 2001, the National Governors Association and the National Association of State Personnel Executives collaborated and requested that state governors and state human resources officers coordinate their efforts in recognizing the special contributions state employees make to their communities. Since then, many states have celebrated State Employee Recognition Day on the same date.

Even though managers should continuously motivate employees, State Employee Recognition Day provides a special opportunity for senior managers to acknowledge their employees' contributions to both their agencies and the citizens of South Carolina. Agencies have always been creative in acknowledging their employees on State Employee Recognition Day. In previous years, agencies have held catered breakfasts and luncheons. Some agencies have had senior managers prepare and serve breakfast or lunch to their employees. Other recognition activities have included ice cream socials, picnics, barbeques, cookouts, and pizza parties for their employees. Many agencies coordinate their State Service Award Ceremonies with State Employee Recognition Day, by showing appreciation to those employees with 10, 20, 30, or more years of State Service with certificates signed by the Governor and lapel pins.

During National Public Employee Recognition Week, the Department of Natural Resources and Patriot's Point will be offering state employees a special 20% discount off of their merchandise. On May 7th, state employees will be able to take advantage of a 10% discount on merchandise at the Department of Parks, Recreation, and Tourism's State House gift shop and the Governor's Mansion gift shop. The South Carolina State Museum's Cotton Mill Exchange will also offer a 10% discount to state employees on May 7th.

Numerous studies show that rewarding and recognizing employees on a consistent basis lead to increased employee satisfaction and retention. So, in addition to celebrating your employees on State Employee Recognition Day, having a formal reward and recognition program is a positive management tool for organizations. Overlooking opportunities to recognize employees could lead to increased employee turnover and job dissatisfaction.

If you need additional information on the Governor's proclamation, suggestions for employee recognition activities, or if your agency would like to sponsor a discount to state employees on May 7th, please contact your HR Consultant at 737-0900.

Thank you.